Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

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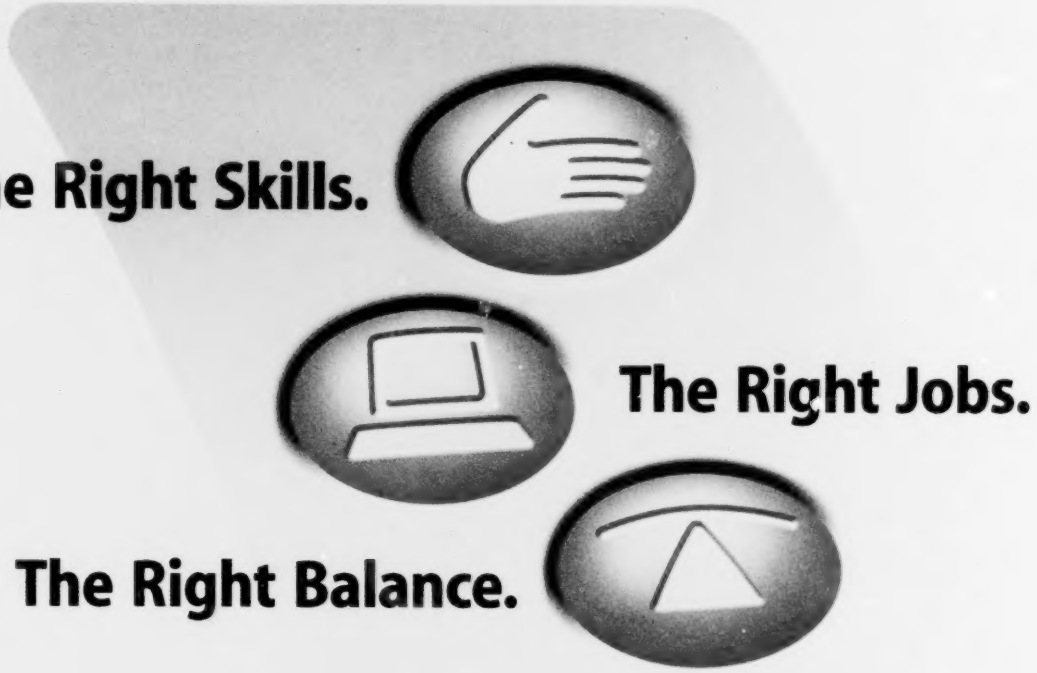

"Committed to the Prosperity Plan"

New Nouveau Brunswick CANADA

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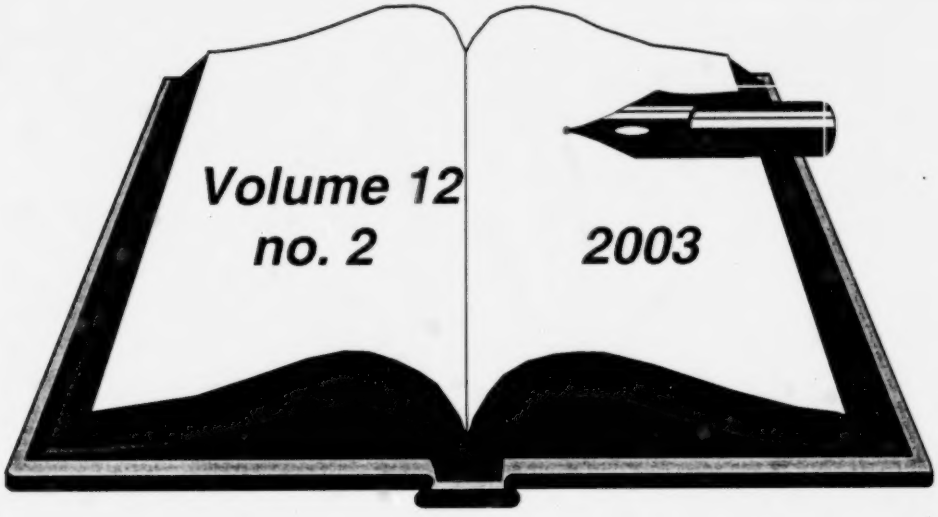
New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

ISSN 1193-3437

FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 33 settlements and 14 awards which were received by the Department during the period of April 1st to June 30th, 2003.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at (506) 453-2261.

David Moore

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DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

ACCOMMODATION & FOOD SERVICE

Aramark Canada Ltd., (Jordan Lifecare Centre Inc.), Riverglade and the Canadian Union of Public Employees, Local 1193 (Formerly VS Services Ltd.)

Reference number: A-155-05

36 months (2002 12 16 to 2005 12 15)

Date previous settlement expired: 1999 12 15

Date settlement was reached: 2003 02 05

Wages: Lowest Rate: Food Service Worker - $11.26 per hour

Increases:

effective date	general increase
2002 12 16	1.5%
2003 06 16	1.0%
2003 12 16	0.5%
2004 06 16	1.0%
2004 12 16	1.0%
2005 06 16	1.0%

ACCOMMODATION & FOOD SERVICE

Aramark Canada Ltd., (Jordan Lifecare Centre Inc.), Riverglade and the Canadian Union of Public Employees, Local 1193 (Formerly VS Services Ltd.)

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36 months (2002 12 16 to 2005 12 15)

Date previous settlement expired: 1999 12 15

Date settlement was reached: 2003 02 05

Wages: Lowest Rate: Food Service Worker - $11.26 per hour

Increases:

effective date	general increase
2002 12 16	1.5%
2003 06 16	1.0%
2003 12 16	0.5%
2004 06 16	1.0%
2004 12 16	1.0%
2005 06 16	1.0%

Compass Group Canada (Beaver) Ltd., University of New Brunswick, Fredericton and the Canadian Union of Public Employees, Local 2266 (Formerly Chartwells at University of New Brunswick)

Reference number: C-323--01

36 months (2002 07 01 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 01 23

Wages: Lowest Rate: General Help - $11.40 per hour

Increases:

effective date	hourly increase
2002 07 01	$0.25
2003 07 01	$0.30
2003 12 01	$0.30
2004 07 01	$0.30

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES

Frumcor Investments Limited, Fredericton and the United Food & Commercial Workers International Union, Local 1288P

Reference number: F-076-02

36 months (2002 08 01 to 2005 07 31)

Date previous settlement expired: 2002 07 31

Date settlement was reached: 2003 02 27

Wages: Lowest Rate: Security/Cleaning (starting) - $7.06 per hour

Increases:

effective date	general increase
2002 08 01	2% - 3% *
2003 08 01	2.0%
2004 08 02	2.0%
* depending on classification	

Clothing (Footwear):

Previous	New
$90.00 per year	$120.00 per year

Compass Group Canada (Beaver) Ltd., University of New Brunswick, Fredericton and the Canadian Union of Public Employees, Local 2266 (Formerly Chartwells at University of New Brunswick)

Reference number: C-323--01

36 months (2002 07 01 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 01 23

Wages: Lowest Rate: General Help - $11.40 per hour

Increases:

effective date	hourly increase
2002 07 01	$0.25
2003 07 01	$0.30
2003 12 01	$0.30
2004 07 01	$0.30

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES

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Reference number: F-076-02

36 months (2002 08 01 to 2005 07 31)

Date previous settlement expired: 2002 07 31

Date settlement was reached: 2003 02 27

Wages: Lowest Rate: Security/Cleaning (starting) - $7.06 per hour

Increases:

effective date	general increase
2002 08 01	2% - 3% *
2003 08 01	2.0%
2004 08 02	2.0%
* depending on classification	

Clothing (Footwear):

Previous	New
$90.00 per year	$120.00 per year

AGRICULTURE, FORESTRY, FISHING & HUNTING

UPM-Kymmene Miramichi Inc., Miramichi and the Communications, Energy & Paperworkers Union of Canada, Local 154 (Woodlands Division)

Reference number: U-023-03

36 months (2000 05 01 to 2003 04 30)

Date previous settlement expired: 2000 04 30

Date settlement was reached: 2001 05 09

Wages: Lowest Rate – Labourer - $15.51 per hour.

Increases:

effective date	general increase
2000 05 01	0%
2001 05 01	2%
2002 05 01	2%

Lump Sum Payment:
$500.00 on date of ratification.

CONSTRUCTION

Classic Drywall & Interiors Ltd., Fredericton and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Reference number: C-291-05

33 months (2003 03 31 to 2005 12 31)

Date previous settlement expired: 1999 12 31

Date settlement was reached: 2003 03 31

Geographical Scope: Counties of Sunbury, York, Carleton, Madawaska and Victoria

Wages: Cost to the employer per employee per hour worked:

	Effective Dates			
	Previous	**2003 03 31**	**2004 01 01**	**2005 01 01**
Journeyman Rate	$15.70	$16.97	$17.67	$18.38
Vacation	$1.57	$1.70	$1.77	$1.84
Health & Welfare	$0.70	$1.10	$1.10	$1.10
Pension	$0.50	$0.50	$0.50	$0.50
Training Fund	$0.10	$0.15	$0.15	$0.15
TOTALS	$18.57	$20.42	$21.19	$21.97

Electrical Contractors Association of New Brunswick Inc., Fredericton and the International Brotherhood of Electrical Workers, Local 37

Reference number: E-001-11

30 months (2003 03 27 to 2005 09 17)

Date previous settlement expired: 1994 10 31

Date settlement was reached: 2003 03 27

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

	Effective Dates			
	Previous	**2003 03 27**	**2003 09 01**	**2004 09 19**
Journeyman Linesperson	$17.00	$23.68	$24.39	$25.12
Vacation	$1.87	$2.37	$2.44	$2.51
Health & Welfare	$1.00	$0.85	$0.85	$0.85
Pension	---	$1.50	$1.50	$1.50
Training Fund	---	$0.15	$0.15	$0.15
Association Fund	$0.14	$0.10	$0.10	$0.10
TOTALS	$20.01	$28.67	$29.43	$30.23

The Mechanical Contractors Association of N.B. Inc. and the United Association of Journeymen's Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 799

Reference number: N-031-11

32 months (2002 12 23 to 2005 08 31)

Date previous settlement expired: 2002 08 31

Date settlement was reached: 2003 02 27

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

Industrial Refrigeration	Effective Dates			
	Previous	2002 12 23	2003 09 01	2004 09 01
Journeyman	$20.59	$20.59	$21.04	$21.49
Vacation	$2.27	$2.27	$2.32	$2.37
Health & Welfare	$0.50	$1.25	$1.50	$1.75
Pension	$3.00	$3.25	$3.50	$3.75
Training Fund	$0.08	$0.08	$0.08	$0.08
Association Fund	$0.08	$0.08	$0.08	$0.08
TOTALS	$26.52	$27.52	$28.52	$29.52

Commercial Refrigeration	Effective Dates			
	Previous	2002 12 23	2003 09 01	2004 09 01
Journeyman	$19.69	$19.47	$19.69	$19.92
Vacation	$2.17	$2.14	$2.17	$2.19
Health & Welfare	$0.50	$1.25	$1.50	$1.75
Pension	$3.00	$3.25	$3.50	$3.75
Training Fund	$0.08	$0.08	$0.08	$0.08
Association Fund	$0.08	$0.08	$0.08	$0.08
TOTALS	$25.52	$26.27	$27.02	$27.77

Saint John Mechanical Contractors Employers' Association, Saint John and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 213

Reference number: S-119-01

19 months (2001 12 10 to 2003 06 30)

Date previous settlement expired: 1997 06 30

Date settlement was reached: N/A

Geographical Scope: Counties of St. John, Kings, Queens and Charlotte.

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates		
	Previous	On signing	2002 07 01
Journeyman	$23.63	$23.46	$24.28
Vacation	$2.60	$2.58	$2.67
Health & Welfare	$1.95	$2.05	$2.20
Pension	$3.50	$4.50	$4.50
Training Fund	$0.17	$0.35	$0.40
Promotion	$0.15	$0.15	$0.15
TOTAL	$32.00	$33.09	$34.20

Residential	Effective Dates		
	Previous	On signing	2002 07 01
Journeyman	$17.80	$17.63	$18.45
Vacation	$1.96	$1.94	$2.03
Health & Welfare	$1.95	$2.05	$2.20
Pension	$3.50	$4.50	$4.50
Training Fund	$0.17	$0.35	$0.40
Promotion	$0.15	$0.15	$0.15
TOTAL	$25.53	$26.62	$27.73

EDUCATIONAL SERVICES

Mount Allison University, Sackville and the Canadian Union of Public Employees, Local 2338

Reference number: M-146-01

36 months (2002 07 01 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 03 10

Wages: Lowest Rate – Custodian - $13.01 per hour.

Increases:

effective date	general increase
2002 07 01	2.5%
2003 07 01	2.5%
2004 07 01	2.5

Clothing Allowance:

The Employer will provide an annual clothing allowance account of $180.00.

Saint John Mechanical Contractors Employers' Association, Saint John and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 213

Reference number: S-119-01

19 months (2001 12 10 to 2003 06 30)

Date previous settlement expired: 1997 06 30

Date settlement was reached: N/A

Geographical Scope: Counties of St. John, Kings, Queens and Charlotte.

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates		
	Previous	On signing	2002 07 01
Journeyman	$23.63	$23.46	$24.28
Vacation	$2.60	$2.58	$2.67
Health & Welfare	$1.95	$2.05	$2.20
Pension	$3.50	$4.50	$4.50
Training Fund	$0.17	$0.35	$0.40
Promotion	$0.15	$0.15	$0.15
TOTAL	$32.00	$33.09	$34.20

Residential	Effective Dates		
	Previous	On signing	2002 07 01
Journeyman	$17.80	$17.63	$18.45
Vacation	$1.96	$1.94	$2.03
Health & Welfare	$1.95	$2.05	$2.20
Pension	$3.50	$4.50	$4.50
Training Fund	$0.17	$0.35	$0.40
Promotion	$0.15	$0.15	$0.15
TOTAL	$25.53	$26.62	$27.73

EDUCATIONAL SERVICES

Mount Allison University, Sackville and the Canadian Union of Public Employees, Local 2338

Reference number: M-146-01

36 months (2002 07 01 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 03 10

Wages: Lowest Rate – Custodian - $13.01 per hour.

Increases:

effective date	general increase
2002 07 01	2.5%
2003 07 01	2.5%
2004 07 01	2.5

Clothing Allowance:

The Employer will provide an annual clothing allowance account of $180.00.

FINANCE AND INSURANCE

Workers Investment Fund Inc., Fredericton and the Canadian Union of Public Employees, Local 241-2 (First Time Agreement)

Reference number: W-056-01

36 months (2002 05 01 to 2005 04 30)

Date previous settlement expired: N/A

Date settlement was reached: 2003 04 09

Wages:

Increases:

effective date	general increase
2003 05 01	3%
2004 05 01	3%

HEALTH CARE AND SOCIAL SERVICES

Edmundston Emergency Medical Service Inc. and the Canadian Union of Public Employees, Local 3285

Reference number: E-070-01

48 months (2003 04 01 to 2007 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2003 06 13

Wages: Lowest rate – EMT I - $14.02 per hour

Increases:

effective date	general increase
2004 04 01	1.5%
2005 04 01	4.0%
2006 04 01	2.5%

Clothing Allowance:

	Previous per year	New per year
Boot Allowance	$120.00	$140.00
Shirts	3	4
Pants	3	4

FINANCE AND INSURANCE

Workers Investment Fund Inc., Fredericton and the Canadian Union of Public Employees, Local 241-2 (First Time Agreement)

Reference number: W-056-01

36 months (2002 05 01 to 2005 04 30)

Date previous settlement expired: N/A

Date settlement was reached: 2003 04 09

Wages:

Increases:

effective date	general increase
2003 05 01	3%
2004 05 01	3%

HEALTH CARE AND SOCIAL SERVICES

Edmundston Emergency Medical Service Inc. and the Canadian Union of Public Employees, Local 3285

Reference number: E-070-01

48 months (2003 04 01 to 2007 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2003 06 13

Wages: Lowest rate – EMT I - $14.02 per hour

Increases:

effective date	general increase
2004 04 01	1.5%
2005 04 01	4.0%
2006 04 01	2.5%

Clothing Allowance:

	Previous per year	New per year
Boot Allowance	$120.00	$140.00
Shirts	3	4
Pants	3	4

Nashwaak-Keswick Ambulance Service Inc., Stanley and the Canadian Union of Public Employees, Local 4247 (First Time Agreement)

Reference number: N-106-01

28 months (2000 12 01 to 2003 03 31)

Date previous settlement expired: N/A

Date settlement was reached: 2000 11 17

Wages:

Increases:

effective date	general increase
2000 01 01	1.5%
2001 04 01	1.5%
2002 04 01	1.5%

Oromocto Community Residences Inc., Oromocto and the Canadian Union of Public Employees, Local 3457

Reference number: O-035-01

24 months (2002 04 01 to 2004 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2003 06 04

Wages: Lowest Rate – Residential Support Workers (full-time) - $1.00 per hour.

Increases:

effective date	hourly increase
2002 04 01	$0.10
2003 04 01	$0.30

Vacation: (NEW)

Full-time employee who has seniority of 8 years of more shall be entitled to 140 hours with pay at regular rate of pay.

Tantramar/Beausejour Paramedic Association, Cap Pele, Shediac, Sackville and Tantramar/Beausejour Paramedic Association

Reference number: T-057-01

1 months (2003 02 20 to 2003 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2003 02 20

Wages: Lowest Rate – Basic Life Support Paramedic - $12.40 per hour.

Increases:

effective date	hourly increase
2003 02 20	$0.18 - $0.40*
*depending on classification	

Sick Leave: (NEW):

At the discretion of the Employer, full time employees may trade up to 6 sick days a year for their equivalent in cash.

Le Centre Père J. Angus MacDonald, Moncton and le Syndicat canadien de la fonction publique, section locale 2079-01

Reference number: M-188-01

36 months (2002 04 01 to 2005 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2003 02 11

Wages: Lowest Rate – Housekeeping - $10.98 per hour.

Increases:

effective date	general increase
2002 04 01	1.5%
2002 10 01	0.5%
2003 04 01	1.5%
2003 10 01	0.5%
2004 04 01	$0.05 per hr. + 1.5%
2004 10 01	0.5%

Drycleaning Allowance: (NEW)

$100.00 per year for full-time employees.
$50.00 per year for part-time employees.

MANUFACTURING

Bowater Couturier Inc., Baker Brook and le Syndicat canadien des communications, de l'énergie et du papier, section locale 8 (Formerly Alliance-Couturier Inc.)

Reference number: B-204-01

60 months (2002 08 01 to 2007 07 31)

Date previous settlement expired: N/A

Date settlement was reached: 2003 03 26

Wages: Lowest rate – Secretary and person responsible for shipping - $12.00 per hour.

Increases:

effective date	general increase
2002 08 01	2.0%
2003 08 01	2.0%
2004 08 01	2.0%
2005 08 01	2.25%
2006 08 01	2.5%

Meals: (NEW)

Employees required to work more than 2 hours beyond their shift will receive a $10.00 meal allowance.

Paid Holidays: (NEW)

Remembrance Day

Equipment Allowance (per annum):

	Previous	New	2005 08 01
Tools	$250.00	$275.00	$300.00

CANSUGAR INC., Saint John and the New Brunswick Council of Carpenters, Millwrights and Allied Workers, Local 1386

Reference number: C-324-01

72 months (2003 01 01 to 2008 12 31)

Date previous settlement expired: First Time Agreement

Date settlement was reached: 2003 04 25

Wages:

Increases:

effective date	general increase
2003 12 31	2.0%
2004 12 31	2.5%
2005 12 31	2.0%
2006 12 31	2.0%
2007 12 31	3.0%

Caraquet Yatch Inc., Caraquet and le Conseil Régional du Nouveau-Brunswick des Charpentiers, Millwrights et Travailleurs Alliés, section locale 1386

Reference number: C-322-01

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date agreement was reached: 2002 06 13

Wages: Lowest rate: Labourer - $9.75 per hour

Increases:

effective date	hourly increase
2002 07 01	$0.60
2003 01 01	$0.40
2004 01 01	$0.40

Premium:

Lead hand $0.50 ($0.40) per hour above base salary.

Paid Holidays: (NEW)

Thanksgiving

Ichiboshi L.P.C. Ltd., Caraquet and le Syndicat Acadien des travailleurs Affiliés et des Pêches, section locale 8 (First Time Agreement)

Reference number: I-048-01

24 months (2002 10 31 to 2004 10 30)

Date previous settlement expired: N/A

Date settlement was reached: 2002 11 28

Wages: Base rate – $9.00 per hour.

Lafarge Canada Inc., Moncton and the Labourers International Union of North America, Local 900

Reference number: L-131-02

36 months (2002 03 01 to 2005 02 28)

Date previous settlement expired: 2002 02 28

Date settlement was reached: 2003 03 03

Wages: Lowest rate – Truck Driver -$13.50 per hour.

Increases:

effective date	hourly increase
2002 06 04	$0.40
2003 03 01	0 - $0.10*
2004 03 01	0
* depending on classification	

Overtime:

If required to work after 6:30 pm, the employer will provide the employee with supper or $8.00 ($6.00) supper allowance.

Pension:

The Employer agrees to send to the Pension Fund per person-hour worked:

Previous	2002 08 11	2003 03 01	2004 03 01
$0.50	$0.70	$0.90	$1.10

Health & Welfare:

The Employer agrees to send to Benefit Plan Administrators per person-hour worked:

Previous	2002 08 11	2004 03 01
$0.56	$0.76	$0.86

Larsen Packers Limited, Moncton and the United Food & Commercial Workers, Local 1288P (Formerly Hub Meat Packers Ltd.)

Reference number: L-141-01

60 months (2002 12 16 to 2007 12 15)

Date previous settlement expired: 2002 10 14

Date agreement was reached: 2003 04 16

Wages: Lowest rate – Base Rate - $14.00 per hour.

Increases:

effective date	hourly increase
2002 12 16	$0.15
2003 12 15	$0.05
2004 12 13	$0.05
2005 12 19	$0.05
2006 12 18	$0.05

Maritime Paper Products Ltd., Saint John West and the Communications, Energy & Paperworkers Union, Local 726

Reference number: M-194-02

48 months (2002 01 02 to 2006 01 01)

Date previous settlement expired: 2002 01 01

Date settlement was reached: N/A

Wages: Lowest rate – Tailer/Slitter - $16.53 per hour.

Increases:

effective date	general increase
2002 01 02	0%
2003 01 02	2%
2004 01 02	2%
2005 01 02	2%

Overtime (meals):

Previous	New	2003 01 02	2004 01 02	2005 01 02
$8.00	$8.75	$9.00	$9.25	$9.50

Date previous settlement expired: 2002 02 28

Date settlement was reached: 2003 03 03

Wages: Lowest rate – Truck Driver -$13.50 per hour.

Increases:

effective date	hourly increase
2002 06 04	$0.40
2003 03 01	0 - $0.10*
2004 03 01	0
* depending on classification	

Overtime:

If required to work after 6:30 pm, the employer will provide the employee with supper or $8.00 ($6.00) supper allowance.

Pension:

The Employer agrees to send to the Pension Fund per person-hour worked:

Previous	2002 08 11	2003 03 01	2004 03 01
$0.50	$0.70	$0.90	$1.10

Health & Welfare:

The Employer agrees to send to Benefit Plan Administrators per person-hour worked:

Previous	2002 08 11	2004 03 01
$0.56	$0.76	$0.86

Larsen Packers Limited, Moncton and the United Food & Commercial Workers, Local 1288P (Formerly Hub Meat Packers Ltd.)

Reference number: L-141-01

60 months (2002 12 16 to 2007 12 15)

Date previous settlement expired: 2002 10 14

Date agreement was reached: 2003 04 16

Wages: Lowest rate – Base Rate - $14.00 per hour.

Increases:

effective date	hourly increase
2002 12 16	$0.15
2003 12 15	$0.05
2004 12 13	$0.05
2005 12 19	$0.05
2006 12 18	$0.05

Maritime Paper Products Ltd., Saint John West and the Communications, Energy & Paperworkers Union, Local 726

Reference number: M-194-02

48 months (2002 01 02 to 2006 01 01)

Date previous settlement expired: 2002 01 01

Date settlement was reached: N/A

Wages: Lowest rate – Tailer/Slitter - $16.53 per hour.

Increases:

effective date	general increase
2002 01 02	0%
2003 01 02	2%
2004 01 02	2%
2005 01 02	2%

Overtime (meals):

Previous	New	2003 01 02	2004 01 02	2005 01 02
$8.00	$8.75	$9.00	$9.25	$9.50

Safety Clothing:

Previous	2002 01 02	2004 01 02
$100.00	$105.00	$110.00

Shift Premium:

	4pm to 12 midnight	12 midnight to 8 am
Previous	$0.45	$0.65
New	$0.55	$0.77

New Brunswick Wire Fence Co. Ltd., Moncton and the United Steelworkers of America, Local 6924

Reference number: N-016-01

60 months (2002 12 01 to 2007 11 30)

Date previous settlement expired: 2003 03 07

Date agreement was reached: 2003 03 07

Wages: Lowest rate – Labourer - $10.26 per hour.

Increases:

effective date	general increase
2002 12 01	3.0%
2003 12 01	2.5%
2004 12 01	2.5%
2005 12 01	2.5%
2006 12 01	2.5%

Société du Groupe d'Embouteillage Pepsi (Canada), Campbellton and l'Union Interntionale des Travailleurs et Travailleuses Unis de l'Alimentation et du Commerce, section locale 301W (Formerly Multi-Soda)

Reference number: P-133-01

12 months (2002 01 01 to 2002 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 11 28

Wages: Fork-lift checker - $17.75 per hour.

Increases:

effective date	hourly increase
2002 01 01	$0.45

Strescon Limited, Saint John and the Construction and General Labourer, Local 900

Reference number: S-044-10

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 01 01

Safety Clothing:

Previous	2002 01 02	2004 01 02
$100.00	$105.00	$110.00

Shift Premium:

	4pm to 12 midnight	12 midnight to 8 am
Previous	$0.45	$0.65
New	$0.55	$0.77

New Brunswick Wire Fence Co. Ltd., Moncton and the United Steelworkers of America, Local 6924

Reference number: N-016-01

60 months (2002 12 01 to 2007 11 30)

Date previous settlement expired: 2003 03 07

Date agreement was reached: 2003 03 07

Wages: Lowest rate – Labourer - $10.26 per hour.

Increases:

effective date	general increase
2002 12 01	3.0%
2003 12 01	2.5%
2004 12 01	2.5%
2005 12 01	2.5%
2006 12 01	2.5%

Société du Groupe d'Embouteillage Pepsi (Canada), Campbellton and l'Union Interntionale des Travailleurs et Travailleuses Unis de l'Alimentation et du Commerce, section locale 301W (Formerly Multi-Soda)

Reference number: P-133-01

12 months (2002 01 01 to 2002 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 11 28

Wages: Fork-lift checker - $17.75 per hour.

Increases:

effective date	hourly increase
2002 01 01	$0.45

Strescon Limited, Saint John and the Construction and General Labourer, Local 900

Reference number: S-044-10

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 01 01

Wages: Lowest Rate: New Labourer - $11.80 per hour.

Increases:

effective date	hourly increase
2003 01 01	$0.20
2004 01 01	$0.20
2005 01 01	$0.25
2006 01 01	$0.25

Pension contribution:

The Employer agrees to contribute (per hour);

Previous	2003 01 01	2004 01 01	2005 01 01	2006 01 01
$1.10	$1.20	$1.30	$1.40	$1.50

Performance Bonus:

$350.00

MINING & OIL & GAS EXTRACTION

Groupe Qualité Lamèque Limitée, Lamèque and les Métallurgistes unis d'Amérique

Reference number: G-106-02

35 months (2003 05 23 to 2006 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 05 23

Wages: Lowest Rate – Labourer - $10.90 per hour.

Increases:

effective date	hourly increase
2003 05 01	$0.30
2004 05 01	$0.30
2004 05 01	$0.30

Leave: (NEW)

Boxing Day

Bereavement Leave: (NEW)

3 days leave on death of brother-in-law, sister-in law.

Wages: Lowest Rate: New Labourer - $11.80 per hour.

Increases:

effective date	hourly increase
2003 01 01	$0.20
2004 01 01	$0.20
2005 01 01	$0.25
2006 01 01	$0.25

Pension contribution:

The Employer agrees to contribute (per hour);

Previous	2003 01 01	2004 01 01	2005 01 01	2006 01 01
$1.10	$1.20	$1.30	$1.40	$1.50

Performance Bonus:

$350.00

MINING & OIL & GAS EXTRACTION

Groupe Qualité Lamèque Limitée, Lamèque and les Métallurgistes unis d'Amérique

Reference number: G-106-02

35 months (2003 05 23 to 2006 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 05 23

Wages: Lowest Rate – Labourer - $10.90 per hour.

Increases:

effective date	hourly increase
2003 05 01	$0.30
2004 05 01	$0.30
2004 05 01	$0.30

Leave: (NEW)

Boxing Day

Bereavement Leave: (NEW)

3 days leave on death of brother-in-law, sister-in law.

PUBLIC ADMINISTRATION

City of Fredericton, Fredericton and the Canadian Union of Public Employees, Local 3864 (Technical and Professional Employees)

Reference number: F-016-07

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: N/A

Wages: Lowest Rate: Level 4 - $33,454.18 per annum.

Increases:

effective date	general increase
2003 01 01	2.5%

Benefits:

Effective 1st pay after signing each permanent member will be provided with a bi-weekly non-pensionable Benefit Spending Allowance of $50.00 plus 6.17% ($55.00 for 1st pay of 2004) (Benefit Spending Allowance of $155.00).

City of Miramichi and the Canadian Union of Public Employees, Local 4558 (Firefighters)

Reference number: M-232-05

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: N/A

Date settlement was reached: N/A

Wages: Lowest Rate: Firefighter 4th Class - $18.49 per hour

Increases:

effective date	general increase
2003 01 01	2.75%
2003 07 01	0.5%
2003 12 01	0.5%
2004 01 01	2.75%
2004 07 01	0.5%
2004 12 01	0.5%
2005 01 01	2.75%
2005 07 01	0.5%
2005 12 01	0.5%
2006 01 01	2.75%
2006 07 01	0.5%
2006 12 01	0.5%

Callback time: (NEW)

All full time firefighters will receive $1000.00 each year to carry a pager

Liability Insurance: (NEW)

The Employer shall provide at its cost Liability Insurance to cover Firefighters in the performance of their duties.

PUBLIC ADMINISTRATION

City of Fredericton, Fredericton and the Canadian Union of Public Employees, Local 3864 (Technical and Professional Employees)

Reference number: F-016-07

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: N/A

Wages: Lowest Rate: Level 4 - $33,454.18 per annum.

Increases:

effective date	general increase
2003 01 01	2.5%

Benefits:

Effective 1st pay after signing each permanent member will be provided with a bi-weekly non-pensionable Benefit Spending Allowance of $50.00 plus 6.17% ($55.00 for 1st pay of 2004) (Benefit Spending Allowance of $155.00).

City of Miramichi and the Canadian Union of Public Employees, Local 4558 (Firefighters)

Reference number: M-232-05

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: N/A

Date settlement was reached: N/A

Wages: Lowest Rate: Firefighter 4th Class - $18.49 per hour

Increases:

effective date	general increase
2003 01 01	2.75%
2003 07 01	0.5%
2003 12 01	0.5%
2004 01 01	2.75%
2004 07 01	0.5%
2004 12 01	0.5%
2005 01 01	2.75%
2005 07 01	0.5%
2005 12 01	0.5%
2006 01 01	2.75%
2006 07 01	0.5%
2006 12 01	0.5%

Callback time: (NEW)

All full time firefighters will receive $1000.00 each year to carry a pager

Liability Insurance: (NEW)

The Employer shall provide at its cost Liability Insurance to cover Firefighters in the performance of their duties.

La Ville de Saint-Léonard, Saint-Léonard and le Syndicat canadien de la fonction publique, section locale 2332

Reference number: S-144-01

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 05 22

Wages: Lowest Rate: Secretary - $13.46 per hour

Increases:

effective date	general increase
2003 01 01	3.2%
2004 01 01	4.0%
2005 01 01	4.0%

Vacation:

Previous	
Service	**Vacation**
5 yrs – 15 yrs	20 days
15 yrs – 20 yrs	25 days
more than 20 yrs	30 days

New	
Service	**Vacation**
6 yrs – 15 yrs	20 days
16 yrs – 20 yrs	25 days
more than 21 yrs	30 days

Town of St. George and the New Brunswick Public Employees Association, Local 001 (First Time Agreement)

Reference number: S-224-01

48 months (2002 10 30 to 2006 10 31)

Date previous settlement expired: N/A

Date settlement was reached: 2002 12 10

Wages:

Increases:

effective date	general increase
2003 01 01	2%
2004 01 01	2%
2005 01 01	2%
2006 01 01	2%

La Ville de Saint-Léonard, Saint-Léonard and le Syndicat canadien de la fonction publique, section locale 2332

Reference number: S-144-01

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 05 22

Wages: Lowest Rate: Secretary - $13.46 per hour

Increases:

effective date	general increase
2003 01 01	3.2%
2004 01 01	4.0%
2005 01 01	4.0%

Vacation:

Previous	
Service	**Vacation**
5 yrs – 15 yrs	20 days
15 yrs – 20 yrs	25 days
more than 20 yrs	30 days

New	
Service	**Vacation**
6 yrs – 15 yrs	20 days
16 yrs – 20 yrs	25 days
more than 21 yrs	30 days

Town of St. George and the New Brunswick Public Employees Association, Local 001 (First Time Agreement)

Reference number: S-224-01

48 months (2002 10 30 to 2006 10 31)

Date previous settlement expired: N/A

Date settlement was reached: 2002 12 10

Wages:

Increases:

effective date	general increase
2003 01 01	2%
2004 01 01	2%
2005 01 01	2%
2006 01 01	2%

TRANSPORTATION & WAREHOUSING

Clarke Transport (A Division of Clarke Inc.), Moncton and the United Food & Commercial Workers, Local 1288P

Reference number: C-259-01

36 months (2002 10 13 to 2005 10 12)

Date previous settlement expired: 2002 10 12

Date settlement was reached: 2003 06 06

Wages: Lowest rate: Dock Workers - $11.25 per hour

Increases:

effective date	general increase
2002 10 13	2%
2003 10 12	2%
2004 10 12	2%

Port City Cab Ltd., Saint John and Federation of Communication, Transport Employees & General Workers of Canada (CCT & GW), Local #2

Reference number: P-132-01

30 months (2003 03 30 to 2005 09 30)

Date previous settlement expired: First Agreement

Date settlement was reached: 2003 03 31

Wages: Commission Driver – 40% daily fee

Dispatcher	$8.00 per hour	1 – 20 cars
	$10.00 per hour	more than 21 cars

WHOLESALE TRADE

Sysco Serca Food Services – Atlantic Inc., Moncton and the United Food & Commercial Workers, Local 1288P (Formerly Serca Foodservices Inc.)

Reference number: S-226-01

54 months (2001 08 07 to 2006 02 01)

Date previous settlement expired: 2000 07 01

Date settlement was reached: 2002 12 20

Wages: Lowest Rate: Warehouse (starting) - $10.41 per hour.

Increases:

effective date	hourly increase
2002 08 07	$1.02 - $1.50*
2003 02 01	$0.50
2004 02 01	$0.50
* depending on classification	

Signing Bonus:

$1,000.00 at date of signing.

Vacation: (NEW)

An employee completing 18 years continuous service shall be entitled to 5 weeks vacation with pay.

	Previous	NEW	Sept. 1st each year
Safety Footwear	Max $60.00	$75.00	$85.00

	Previous	On Ratification	2003 08 07	2004 08 07
Meal Allowance	$4.00	$7.50	$8.00	$8.50

WHOLESALE TRADE

Sysco Serca Food Services – Atlantic Inc., Moncton and the United Food & Commercial Workers, Local 1288P (Formerly Serca Foodservices Inc.)

Reference number: S-226-01

54 months (2001 08 07 to 2006 02 01)

Date previous settlement expired: 2000 07 01

Date settlement was reached: 2002 12 20

Wages: Lowest Rate: Warehouse (starting) - $10.41 per hour.

Increases:

effective date	hourly increase
2002 08 07	$1.02 - $1.50*
2003 02 01	$0.50
2004 02 01	$0.50
* depending on classification	

Signing Bonus:

$1,000.00 at date of signing.

Vacation: (NEW)

An employee completing 18 years continuous service shall be entitled to 5 weeks vacation with pay.

	Previous	NEW	Sept. 1st each year
Safety Footwear	Max $60.00	$75.00	$85.00

	Previous	On Ratification	2003 08 07	2004 08 07
Meal Allowance	$4.00	$7.50	$8.00	$8.50

GRIEVANCE ARBITRATION AWARDS

Reference Number: A-170-02/2001-01

A.C. & S and the International Association of Heat & Frost Insulators & Asbestos Workers, Local 131

Issue: Grievance Procedure

Award: Grievance Allowed

Date of Award: June 1st, 2001

Number of Pages: 7

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: A-051-08/2000-01

Atlantic Wholesalers Limited, Atlantic Superstore (Atholville) and the United Food & Commercial Workers, Local 1288P

Issue: Dismissal

Award: Grievance Allowed

Date of Award: August 4th, 2000

Number of Pages: 19

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: E-015-08/2001-02

Ben's Limited and the Bakery, Confectionary, Tobacco Workers & Grain Millers International, Local 406

Issue: Bumping Rights

Award: Grievance Allowed

Date of Award: July 20th, 2001

Number of Pages: 20

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: C-141-02/2003-01

Campbellton Nursing Home Inc. and the Canadian Union of Public Employees, Local 2354

Issue: Benefits

Award: Grievance Allowed in part

Date of Award: April 29th, 2003

Number of Pages: 15

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: F-014-30/2003-01

Fraser Paper (Nexfor) and the Communications, Energy & Paperworkers Union, Local 15N

Issue: Non-discrimination

Award: Grievance Allowed

Date of Award: February 26th, 2003

Number of Pages: 20

Arbitrator: Guy C. Couturier, Q.C.

Language of Decision: English

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Reference Number: F-014-26/2003-01

Fraser Paper (Nexfor) and the Communications, Energy & Paperworkers Union, Local 29

Issue: Job Posting

Award: Grievance Allowed

Date of Award: March 30th, 2003

Number of Pages: 26

Arbitrator: Michel Doucet

Language of Decision: French

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Reference Number: I-005-18/2003-01

J.D. Irving (Scierie Grande-Rivière) and the Communications, Energy & Paperworkers Union, Local 2

Issue: Bumping

Award: Grievance Dismissed

Date of Award: April 18th, 2003

Number of Pages: 12

Arbitrator: Pierre Arsenault

Language of Decision: French

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Reference Number: N-099-01/2003-01

National Grocers (Atlantic Wholesalers Distribution Center) and the Bakery, Confectionary, Tobacco Workers & Grain Millers International, Local 406

Issue: Wages

Award: Grievance Dismissed

Date of Award: March 19th, 2003

Number of Pages: 15

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: N-075-04/2003-01

Northumberland Co-Operative Limited and the Industrial, Wood & Allied Workers of Canada, Local 306

Issue: Contracting Out

Award: Grievance Dismissed

Date of Award: April 30th, 2003

Number of Pages: 11

Arbitrator: Judith F. MacPherson, Q.C.

Language of Decision: English

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Reference Number: P-119-03/1999-01

Pepsi-Cola Canada Beverages and the United Food & Commercial Workers, Local 1288P

Issue: Termination

Award: Grievance Allowed

Date of Award: March 31st, 1999

Number of Pages: 17

Arbitrator: Thomas S. Kuttner

Language of Decision: English

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Reference Number: M-178-09/1997-02

Repap New Brunswick and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Seniority

Award: Grievance Dismissed

Date of Award: April 18th, 1997

Number of Pages: 16

Arbitrator: Thomas S. Kuttner

Language of Decision: English

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Reference Number: M-178-09/2003-01

UPM-Kymmene Miramichi Inc. and the Communications, Energy & Paperworkers Union, Local 689

Issue: Contracting Out

Award: Grievance Dismissed

Date of Award: April 28th, 2003

Number of Pages: 19

Arbitrator: Raymond P. Gorman, Q.C.

Language of Decision: English

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Reference Number: V-017-03/2003-01

Villa du Repos and the Canadian Union of Public Employees, Local 2079

Issue: Suspension

Award: Grievance Allowed in part

Date of Award: March 20th, 2003

Number of Pages: 9

Arbitrator: John D. Larlee

Language of Decision: French

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Reference Number: M-164-01/2002-01

Village of Minto and the Canadian Union of Public Employees, Local 508.01

Issue: Lay-off

Award: Grievance Allowed

Date of Award: May 27th, 2003

Number of Pages: 16

Arbitrator: Gregory I. North

Language of Decision: English

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APPENDICES

Summary of Charts and Table

CHART 1

COLA's in New Brunswick
(April 1st – June 30th, 2003)

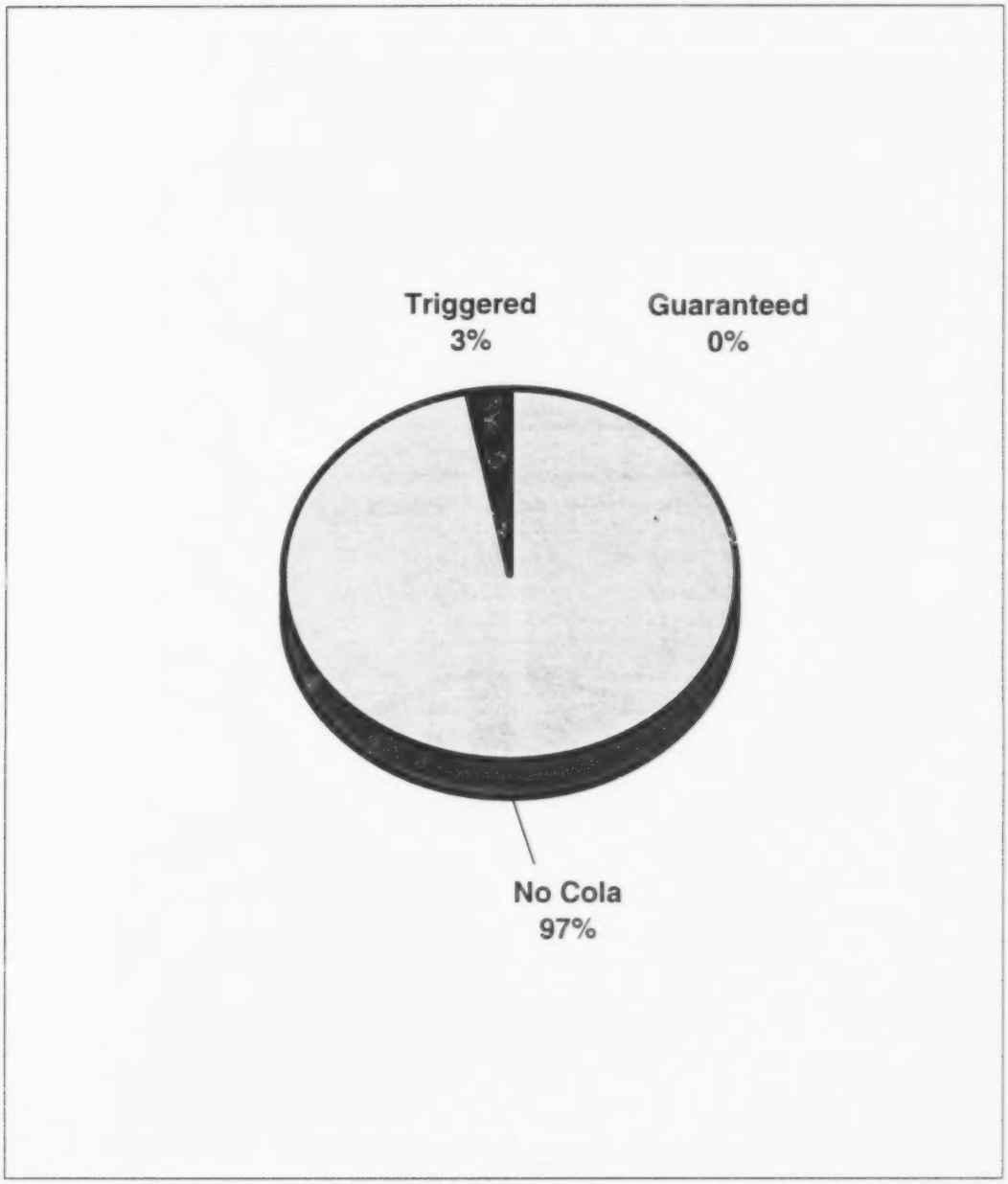

CHART 2

Average Duration in Months of Collective Agreements (April 1st – June 30th, 2003)

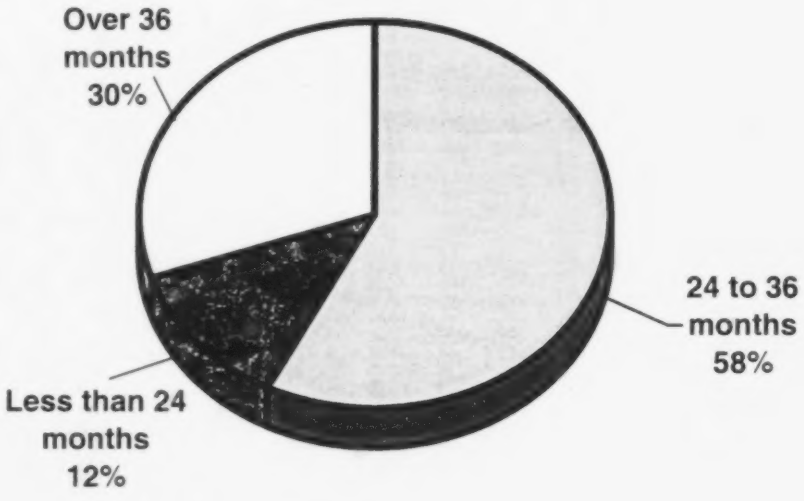

TABLE I

Wage Increase by Industry

(April 1st – June 30th, 2003)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Accommodation & Food Services	2	91	0.36	3.17
Administration, Support, Waste Management and Remediation Services	1	11	0.14	2.03
Agriculture, Forestry, Fishing & Hunting	1	16	0.21	1.35
Construction	4	333	0.42	2.35
Educational Services	1	140	0.34	2.61
Health Care & Social Assistance	4	161	0.32	2.75
Manufacturing	8	1515	0.12	0.94
Mining and Oil and Gas Extraction	1	20	0.30	2.75
Public Administration	3	97	1.31	7.43
Transportation & Warehousing	1	13	0.23	2.04
Wholesale Trade	1	121	0.75	7.20
TOTAL	**27**	**2518**	**0.27**	**1.99**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/naics/2002/naics02-menu.htm

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